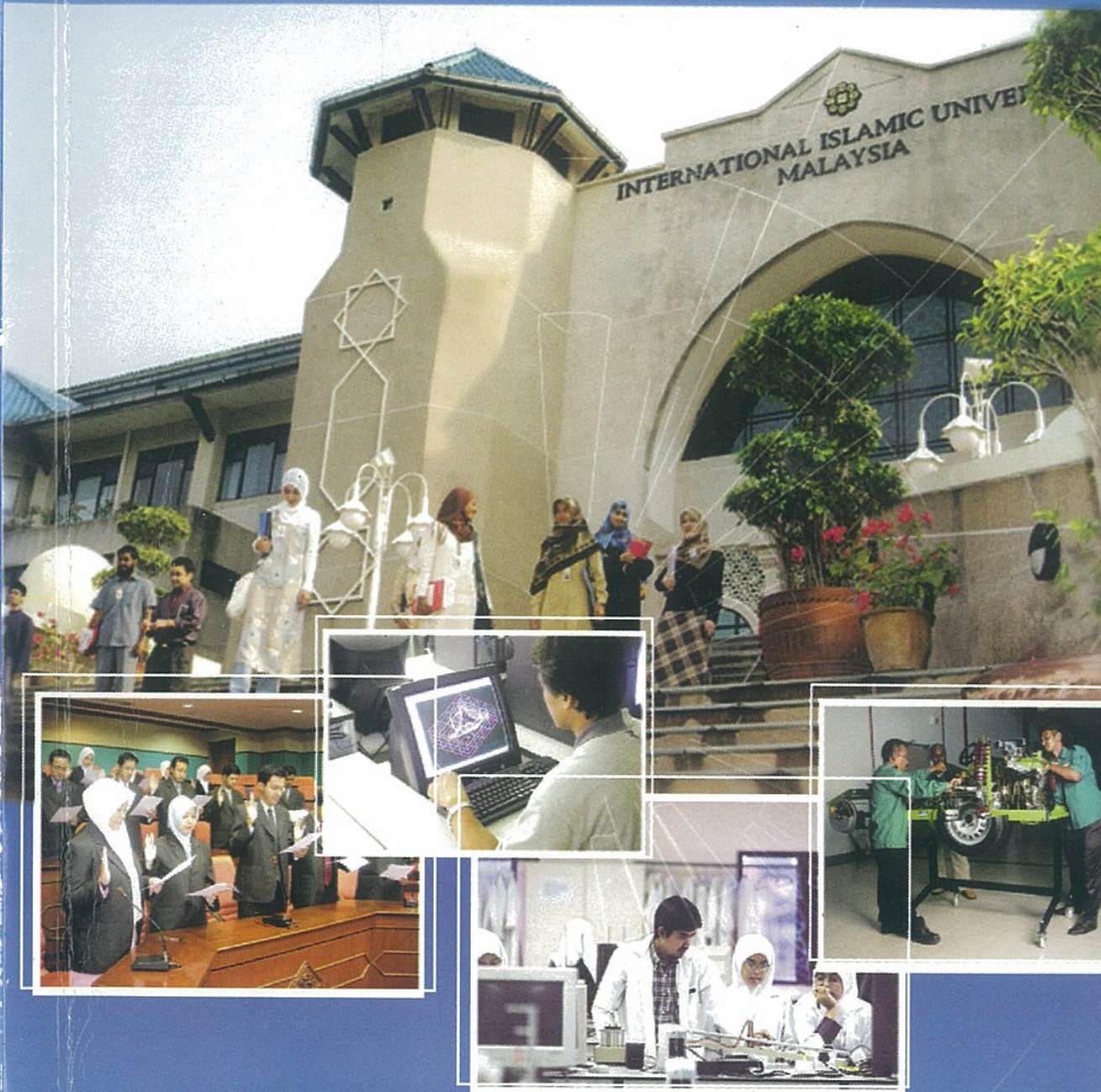


TRACER STUDY

FIRST DEGREE GRADUATES 2007



Alumni and Career Services
DIVISION
INTERNATIONAL ISLAMIC UNIVERSITY MALAYSIA

TRACER STUDY 2007: FIRST DEGREE GRADUATES

INTERNATIONAL ISLAMIC UNIVERSITY MALAYSIA

Saodah Wok
Hariyati Shahrima Abd. Majid
Noor Azlan Mohd Noor
Ainol Madziah Zubairi
Danial Mohd Yusof
Tunku Mohar Tunku Mokhtar
Rohaiza Abdul Rokis
Mohd Feham Md Ghalib
Mariam Adawiah Dzulkifli
Shukran Abdul Rahman

DR. ROHAIZA ROKIS

LECTURER

DEPARTMENT OF SOCIOLOGY AND ANTHROPOLOGY
KULLIYAH OF ISLAMIC REVEALED KNOWLEDGE AND HUMAN SCIENCES
INTERNATIONAL ISLAMIC UNIVERSITY MALAYSIA



Alumni and Career Services Division
International Islamic University Malaysia



Ministry of Higher Education
Government of Malaysia

First Edition, 2004
Second Edition, 2005
Third Edition, 2007

All rights reserved. No part of this publication may be reproduced, stored in a retrieval system, or transmitted, in any form or by any means, electronic, mechanical, photocopying, recording, or otherwise, without any prior written permission of the publisher.

Perpustakaan Negara Malaysia

Cataloging-in-Publication Data

Tracer Study 2007

International Islamic University Malaysia / Saodah Wok, Hariyati Shahrina
Abd. Majid, Noor Azlan Mohd Noor, Ainol Madziah Zubairi, Danial Mohd Yusof,
Tunku Mohar Tunku Mokhtar, Rohaiza Abdul Rokis, Mohd Feham Md Ghalib,
Mariam Adawiah Dzulkifli, Shukran Abdul Rahman
ISBN 978-983-41689-6-4

Published by:

Alumni and Career Services Division
International Islamic University Malaysia
Jalan Gombak, 53100
Kuala Lumpur
Tel: 03-6196 4032, Fax: 03-6196 4751
e-mail: alumni@iiu.edu.my

Printed by:

Dasar Padu Niaga
No. 46, Jalan 3/108, Taman Salak Jaya,
Salak Selatan, Kuala Lumpur.
Tel: 03-7984 7626, Fax: 03-7981 5253
e-mail: dpdesign@gmail.com

Acknowledgements



The research team is grateful to Allah SWT for His blessing in giving members the energy and the health to be able to successfully complete the study. The team members of the Tracer Study are indebted to many parties who have contributed directly or indirectly towards the completion of this study. They would like to record their appreciations to Prof. Dato' Dr. Syed Arabi Iddid, Rector of the International Islamic University Malaysia (IIUM); Prof. Dato' Dr. Mohd Azmi bin Omar, Deputy Rector (Academic and Research); Ustaz Hamidon Abdul Hamid, Deputy Rector (Student and Alumni Affairs) and the organizing committee of

the IIUM's 23rd Convocation Ceremony. Gratitudes also go to Ministry of Higher Education, Noorizwan Zainud-Din, Assistant Director of the Alumni Career Section and Norasita Zainal Abidin, Senior Administrative Assistant from Alumni and Career Services Division. Appreciations also go to the research assistants who have contributed their time and efforts to the project. They are Fatanah Ramlee, Robi'atul'adawiyah Joari, Ihshan Gumilar and Shamsuddin Abdullah. Our gratitude also goes to all graduates who have responded to the Tracer Study 2007 Questionnaire.

Foreword

The Tracer Study 2007 is the eighth study done on IIUM first degree graduates in our attempt to gauge their performance, perceptions and most importantly, their employability as well as employment patterns. Over the years, Tracer Studies have become points of reference not only to respective Kulliyah at IIUM, keen on upgrading their performance but also the Ministry of Higher Education, keen on turning local universities into centres of excellence and ranking well, internationally.

As in past Tracer Studies, Tracer Study 2007 offers some surprises and new findings. There are four areas which the team researchers look at which are identifying graduates' perceptions of the teaching and learning processes at IIUM, identifying the pattern of enrolment in postgraduate studies, identifying graduates' employability and employment patterns and finally, extracting information on graduates' career-related issues after completion of studies at IIUM. In general, there are a lot of positive feedbacks from the graduates. There are also rooms for improvement. Where employability and employment patterns are concerned, more than 50% of those who graduated had a job at the time of graduation and this figure climbs up to over 80% after graduation. In general, graduates who are readily employed are those with CGPA between 2.8 and 3.6 (p.62). The surprise is that most employers went for graduates in the Human Sciences followed closely by law graduates (p. 61). This indicates that more assertive courses to groom Science-related students (including Computer Science) are needed to ensure a higher percentage of employability and marketability of these graduates. It is also possible that in these areas, employability is more outside Malaysia and in the age of globalization, Malaysian universities should be prepared to train their students to have a global mindset and also be prepared to launch them into a global working environment. As such, curriculum will have to be revised to meet global needs and new courses which could deal with advances in technologies as well as changes in societies around the world, will need to be introduced. The global learning framework must be paved for our students to accommodate future challenges and changes.

As we face yet another financial fiasco and more employees are being retrenched globally, we may see a change in the current trend at IIUM where only 17.7 percent graduates continued their studies at postgraduate level (p. 42). If there were an increase in postgraduate intake in 2008, it would ensure more research activities at IIUM and this would assist us in our preparation to be a research university.

I wish to congratulate and thank the team researchers, especially Associate Professor Dr. Saodah Wok (who coordinates the project). Their tireless effort in completing this project is much appreciated and may Allah reward them accordingly.

Associate Professor Dr. Nor Faridah Abdul Manaf
Director
Alumni and Career Services Division
IIUM

EXECUTIVE SUMMARY

Introduction

The Tracer Study 2007 (TS'07) is the eighth tracer study project conducted by the International Islamic University Malaysia (IIUM) and is now under the purview of the Alumni & Career Services Division (ACSD). This project is a collaborative effort between the ACSD and the Ministry of Higher Education (MOHE). Given that Tracer Study series have yielded important employment-related findings that provide useful information to the university in particular and the nation in general, it is hoped that such studies will continue to provide more useful, comprehensive and exhaustive information relevant to the needs of MOHE and IIUM. This in turn will assist all sectors to improve higher learning facilities and services that cater to the expectations of the nation.

The Tracer Study 2007 investigates the performance of IIUM graduates in the job market, their employability and employment status, as well as, their evaluation of the general academic programmes, and university facilities. For the year 2007, the study traced the first degree graduates of the 23rd convocation. A total of 3,083 (95.2%) of them responded to the questionnaires distributed before Convocation Day. Most of the respondents were Malaysians (94.8%), and 5.2% were international graduates, from 31 different countries.

Methodology of the Study

A total of 3083 first degree graduates participated in the study, with a response rate of 95.2%. The respondents were required to respond to the online questionnaire prepared by MOHE. The questionnaire comprises seven (7) different sections, which capture information related to respondents' (a) background, (b) satisfaction with programmes and services offered by the University, (c) effectiveness of the educational system and willingness to attaining additional skills and competencies, (d) pursuing studies, (e) graduates current status, (f) employment status, and (g) unemployment status. The questionnaires were posted online two weeks prior to the 23rd convocation ceremony which was held from 25-27 August 2007. The respondents submitted their online questionnaires, the latest by the rehearsal day, that is, 24th August 2007. The data were analyzed using descriptive statistics and cross tabulation.

Findings of the Study

1. Demographic Information of First Degree Graduates

A. Demographic Characteristics

International Islamic University Malaysia (IIUM) produced a total of 3240 first degree graduates on its 23rd Convocation 2007. From the total graduates, 3083 of them responded, giving a response rate of 95.2%. Most of the graduates are female (72.0%). Seven in ten of the graduates (71.6%) aged 20-24 years old. Almost all of them (94.8%) are Malaysians, comprising 97.5% Malays. They come from various states with Selangor (24.1%) and Kedah (10.8%) as the top two states having the most graduates. Almost all of them (99.9%) are without physical disability. They (30.7%) are from family having income less than RM1000.

B. Academic Qualification

The graduates claimed that they were mainly from Centre for Foundation Studies, IIUM (60.8%) prior to entering the degree programme, with Bahasa Melayu (94.5%) and English (94.1%) besides MUET proficiencies (89.0%). Their language entry qualification is considered good both in English and Bahasa Melayu. The students took various programmes offered by the university with HS (19.6%), AIKOL (18.9%) and ENMS (17.2%) as the top three kulliyah. IIUM also produces MEDIC, PHARMACY, ENGIN, ICT, and KOS graduates. Other programmes are Islamic Revealed Knowledge (IRK), Education (INSTED), and Architecture and Environmental Design (AED) discipline. Most of the graduates (62.8%) have good CGPA 2.81-3.60 and most of them completed their study in 2007, that is, as of May and July although some were from year 2006 graduates. Almost all of them (99.8%) were full-time students, getting sponsorship from PTPTN (73.0%).

2. Evaluation of Programmes and Services Offered by the Institution

A. Graduates' Satisfaction with Academic Curriculum, Evaluation System, Teaching staff and Career Guidance

The first degree graduates were generally very satisfied with the University curriculum (80.0%-85.8%), evaluation system (82.8%) and teaching staff (82.8%-90.8%). An important point to address is the offering and administration of the industrial attachment programme/practicum across all kulliyah. Respondents were also generally satisfied with the university's career guidance services (74.0%-80.2%).

B. Graduates' Satisfaction with Various Services and Facilities

The findings showed that the majority of the graduates were satisfied with the University's academic-based facilities and services, especially

services rendered by the library (88.2%), lecture rooms (85.8%) and laboratories (83.6%). They were also satisfied with the sports-based facilities (83.8%). Though this is the case, public-based facilities and services such as, parking lots (69.8%) and security (75.8%) are areas that need improvements in the future.

C. Skills/Knowledge Acquired from Programme of Study

Overall, acquisition of ICT-based skills (76.6%-94.0%) received higher satisfaction among the graduates. The findings also reported high satisfaction for language-based courses offered in Bahasa Malaysia (94.4%) and English language (86.4%). However, new third language courses, i.e., Mandarin (54.4%), Japanese (52.0%), and French (58.6%) need to be intensified their efforts to satisfy more graduates in the future. As for the soft skills (84.6%-89.0%), the study reported that all of these skills were rated very satisfactorily by the graduates which hopefully in turn will improve the marketability of IIUM graduates themselves.

D. Counseling and Support Services

In general, the graduates were satisfied with the counseling and career guidance unit in that it helped them to acquire information about job and career opportunities (80.2%) besides getting information regarding pursuing studies (77.8%). Moreover, the findings also implied that the unit should intensify more efforts in disseminating awareness of its importance and usefulness to the university community. This is obviously seen when only less than forty percent (36.0%) of the total number of the graduates utilized the services.

3. Effectiveness of Programme of Study and Self-readiness

A. Effectiveness of Programme

Perception of the effective of programme of study at IIUM was captured through students' perception of the extent to which the institution influenced their lives. Nine items were included to capture aspects in their life which range from soft-skills to skills in lifelong learning. They included self-confidence (87.6%), maturity (88.6%), resilience (87.6%), knowledgeability (90.0%), interest in learning (88.6%), sensitivity to current affairs (86.6%), independence (89.6%), creative and critical thinking (87.6%), readiness to face the challenges in working world (85.8%), problem solving ability (87.6%), team work (89.4%) and effective communication (87.6%). It is encouraging to note that the responses were positive in all the items pertaining to the readiness as the result of the institutional influence on them.

B. Self-Readiness

The chapter also reports that the majority of the IIUM graduates were agreeable to recommend the institution to their family members

(95.1%). The last highlight of the chapter is on graduates' willingness to be trained for career advancement. It was found that a large proportion (63.6%) of the graduates felt that they would attend additional training for the said purpose. Additionally, the findings also indicated that out of the five types of training given, training for interpersonal skills (70.1%) was rated highly by the graduates while entrepreneurial training was rated the least (46.7%).

4. Pursuing Studies

About 18.0% of the first degree graduates continued their studies, with more females (68.7%) than males (31.3%) attending postgraduate courses. More Bumiputera (86.5%) compared to Non-bumiputera (13.5%) further their studies. Most of them (68.6%) were furthering their studies on a full-time basis, regardless of gender and ethnicity.

Master's program is the most popular among males (73.1%) and females (71.0%) and between Bumiputera (86.3%) and among Non-bumiputera (91.9%). Among the popular programmes were Law (31.1%), Economics and Management Sciences (19.9%) and Human Sciences (18.9%). Graduates with science-based field of study prefer to further in Engineering (38.7%) and Science (25.4%).

More than half of those who further their studies (51.0%) are self-sponsored. Many (20.3%) obtained sponsorship mainly from PTPTN. Other sponsorships are minimal. Majority of the graduates are furthering their studies at local public universities (85.9%) while 11.9% do it overseas. IIUM (74.7%) is very popular among the graduates compared to the other universities. Sunway College and Pusat Pembangunan Kemahiran Pulau Pinang, each 18.2% are popular among the IPTS. Australia (20.3%) is the overseas destination selected by many graduates.

Definitely, majority (86.7%) of the graduates continued their studies in a similar field to their basic degree. The top three reasons for furthering studies are strong interest in seeking knowledge (38.2%), to enhance academic qualification (28.5%) and for a better job prospect (19.4%). Such reasons are supported by male and female graduates and by Bumiputera and Non-bumiputera.

5. Employment Pattern

A. Employment Pattern

More than half (58.2%) of the graduates were employed at the time of graduation. Thirty percent of them were unemployed while 17.2% were either pursuing studies, doing chambering, or still seeking for a job.

Slightly more males (38.3%) than females (30.7%) were employed. On the other hand, more females (32.2%) than males (24.3%) were unemployed. More Bumiputera (53.8%) were employed compared to Non-Bumiputera (38.9%). Basically the more employed graduates are from AED (61.0%), ENGIN (58.0%), ENMS (71.0%), ICT (54.7%), INSTED (99.0%) and MEDIC (95.9%). A substantial number of graduates from HS (41.1%), IRK (44.3%) and KOS (45.0%) were unemployed. Many AIKOL graduates (61.7%) were doing chambering while PHARMACY graduates (42.2%) were doing housemanship at the time of graduation. Those with higher CGPA of 3.61-4.00 (65.5%) tended to be more employed than those with lower CGPA of 2.00-2.40 (38.3%).

B. Job Status

Almost half of the graduates (48.3%) were employed permanently. Many (29.7%) were employed on contract basis while 19.7% were on temporary basis. More males (54.9%) were employed permanently compared to females (45.3%). More females (52.8%) were employed on contract and temporary basis compared to males (41.7%). Males tend to work on their own (2.6%) while females work with their family (1.0%). More Non-bumiputera (59.7%) were employed on permanent basis compared to Bumiputera (47.7%). In addition Bumiputera (50.2%) tend to supersede Non-bumiputera (33.8%) on being employed on contract basis and temporary basis. The Non-bumiputera, on the other, hand prefers to work with their family (5.2%). More graduates from AED (50.8%), ENGIN (56.0%), ENMS (55.3%), ICT (63.4%), INSTED (99.0) MEDIC (81.7%) and PHARMACY (70.0%) were employed on permanent basis. There is a tendency that AIKOL graduates (33.6%), HS (37.7%) and KOS (41.4%) were employed on contract basis. The IRK graduates (39.1%), on the other hand, were employed on temporary basis. Those with higher CGPA tend to get employed on permanent basis (61.8%).

C. Duration of Getting Job

More than half (58.1%) of the graduate secured the job within one month. Majority of them (86.7%) managed to get job within three months. Males (59.0%) tended to get job faster than female (57.8%). More Bumiputera (58.2%) compared to Non-bumiputera (57.4%) secured job within one month. Majority of the graduates from AED (81.4%) and INSTED (81.3%) got the first job within one month. More than half of the graduates from other kulliyyah except from MEDIC (9.7%) and PHARMACY (15.0%) managed to secured job within one month. Those with lower CGPA of 2.00-2.40 (69.7%) tended to be employed more than those with higher CGPA of 3.61-4.00 (43.9%) within the first month.

D. Rate of Salary

The rates of income for the graduates vary from as low as RM500 to as high to RM5000 and higher. However, there are more graduates (29.3%) earned between RM1501-RM2000. More females (44.4%) graduates were less paid than males graduates (32.0%), with income less than RM1500. More than two-thirds of males (68.0%) were paid more than RM1500 compared to 55.6% females. Non-bumiputera were getting higher salary (55.9%) than Bumiputera (28.8%), that is, higher than RM2000. The highest paid graduates come from MEDIC with 46.2% receiving more than RM3000 income, followed by 50.0% PHARMACY graduates getting between RM2500-RM3000. AIKOL graduates doing chambering (23.9%) were paid between RM501-RM1000. More than half of IRK graduates (52.5%) were getting less than RM1000. The higher the CGPA the more income the graduates get. Those with CGPA of 2.00-2.40 (31.8%) were getting less than RM1000. Those with CGPA of 2.41-2.80 and 2.81-3.60 were getting income of RM1500-RM2000 with, 31.0% and 32.0%, respectively. Six in ten (61.8%) of those with CGPA of 3.61-4.00 were getting salary more than RM2000.

E. Employment Sector

The three most preferred employment sectors by the graduates are local company (41.8%), government (30.6%) and multinational company (18.1%). Males prefer to work with multinational company (21.7%) compared to females (16.4%). Females (43.6%), on the other hand, prefer to work with local company compared to male graduates (37.6%). Both males (30.2%) and females (30.8%), if possible, would want to work with the government. The Bumiputera prefer to work in local company (42.8%) and in public sector (30.1%) whereas 40.3% Non-bumiputera prefer to work with the government and 24.7% with the multinational company. Almost all of INSTED graduates (99.0%), MEDIC (97.8%) and PHARMACY (95.0%) were employed by the government. Most of AED graduates (62.5%), ENGIN (45.2%), ENMS (52.7%), HS (47.2%), IRK (47.4%) and KOS (43.1%) were employed by local company. Most of ICT graduates (61.0%) were employed by multinational company. AIKOL graduates are either employed by the government (39.8%) or by the local company (34.5%). Almost half of the graduates with CGPA 3.61-4.00 (47.3%) were employed by the government. Those with lower CGPA were mainly employed by local company with 46.4% of graduates with 2.00-2.40, 46.9% of graduates with 2.41-2.80 and 44.2% of graduates with 2.81-3.60.

F. Economic Sector

The top three economic sector that employed graduates are education (29.0%), financial intermediation (13.8%) and transportation, storage and communication (9.6%). Female tend to work in the education

(32.8%), financial intermediation (14.3%) and transportation, storage and communication (10.0%) whereas male graduates tended to work in education (20.5%), financial intermediation (12.5%) and manufacturing (9.7%). Bumiputera mainly work with education (28.8%), financial intermediation (13.9%), transportation, storage and communication (9.9%), besides health and social work (8.1%). The Non-bumiputera, on the other hand, also works with education (32.5%), besides working for public administration and defense (11.7%), financial intermediation (10.4%) and manufacturing (7.8%). The economic sector that the graduates work for relate closely with their kulliyah and specialization. AED (71.7%) graduates work for construction sector, AIKOL (29.2%) for public administration and defense, ENGIN (29.5%) work for manufacturing, ENMS (39.6%) for financial intermediation, ICT (36.6%) for transportation, storage and communication, MEDIC (95.7%) and PHARMACY (85.0%) for health and social work. Education sector is filled mainly by HS graduates (36.8%), INSTED (98.0%), IRK (60.5%) and KOS (36.9%). Education is the sector that employed graduates from all level of CGPA; so is financial intermediation sector. Manufacturing sector, on the other hand, tended to employ graduates with CGPA of 2.00-2.40 (13.0%).

G. Sources of Getting First Job

The main source of getting the first job is friends/family/lecturers (38.4%). Others are Internet (17.9%) and print media (12.4%). More females (41.4%) referred to friends/family/lecturers than the male graduates (31.6%). More males (90.5%) referred to the Internet as source of getting the first job compared to the female graduates (17.2%). Slightly more percentage of males got the job through career fair (5.4%) compared to female (2.3%). The Bumiputera got their first job mainly through friends/family/lecturers (38.5%), Internet (18.4%) and print media (12.1%). The Non-bumiputera also referred to friends/family/lecturers (26.4%), besides getting the job from previous employer before continuing their study. The print media was also referred to by the Non-bumiputera (18.2%). INSTED graduates (84.0%) got the job from previous employer before continuing the study whereas MEDIC (72.0%) and PHARMACY (60.0%) got the first job through offer from the sponsor. ICT graduates (34.1%) got the first job through the Internet. Other graduates refer to friends/family/lecturers for getting their first job. Most graduates got their first job through friends/family/lecturers with 30.4% graduates from 2.00-2.40, 49.1% from 2.41-2.80, and 38.2% from 2.81-3.60. Those with higher CGPA (3.61-4.00) return to the previous job (25.5%).

H. Adaptation at Workplace

Majority of the graduates were satisfied with the work adaptability (87.6%), problem solving skills (85.2%), confidence to perform the

job (87.0%), working in team (89.2%), communication skills (88.2%), proficiency in spoken Malay language (87.0%), proficiency in written Malay language (87.4%), usage of ICT (86.4%) and ability to use ICT application (85.8%). Almost all of the graduates were satisfied with their proficiency of English language (95.4%) and proficiency in written English language (94.2%). Majority of the graduates were also satisfied with their current job whereby they feel that they had a valuable experience (89.4%), current job is very challenging (87.4%), many things can be learned from the current job (90.0%), relevant of study programme (80.2%) and high self-satisfaction (82.6%). Therefore, majority of the graduates are satisfied with the assistance that they received from the academic programme to the present job.

I. Pattern of Changing Job

More than three-quarters (75.4%) of the graduates are still with their first job. Therefore, the rate of changing job is 24.6%. Slightly more females (25.2%) compared to males (23.1%) changed job. More Bumiputera (24.9%) than Non-bumiputera (18.0%) changed job. The graduates from HS (35.2%), ICT (31.7%) and IRK (31.4%) tended to change job. Most graduates who changed job came from those with CGPA of 2.00-2.40 (36.4%), followed by those from 2.41-2.80 (26.7%), 2.81-3.60 (25.4%), and the least come from those with CGPA 3.61-4.00 (19.5%).

J. Secondary or Part-time Employment

Majority of the graduates do not have part-time job (88.6%). Those who have part-time job mainly are males (14.5%) compared to females (10.0%). Non-bumiputera (20.8%) also tended to have part-time job more than Bumiputera (10.9%). AED graduates (19.2%) and IRK graduates (19.1%) tended to have part-time job more than the rest of the graduates. Those with lowest CGPA (20.3%) also tend to have part-time job compared to those with higher CGPA (5.5%).

K. Seeking for New Employment

More than half of the graduates (56.7%) were seeking for a new job. More females (59.1%) than males (51.3%) were seeking for the new job. More Bumiputera (58.2%) compared to Non-bumiputera (26.0%) were seeking for the new job. Most of HS graduates (79.1%) and IRK graduates (83.3%) were seeking for job unlike those from INSTED (5.0%), PHARMACY (5.0%) and none from MEDIC. Those with lower CGPA, that is, less than 2.80 (71.5%) tended to seek for new job compared to those with high CGPA (27.3%).

L. Reasons for Seeking a New Job

The main reason for seeking a new job is looking for a permanent job (32.4%), followed by looking for job relevant to the field of study

(18.4%), to get higher salary (17.3%) or looking for job compatible to qualification (15.6%). The females were seeking for a new job because they were looking for a permanent job (36.1%) and looking for a compatible job with their qualification (16.8%). The males, on the other hand, were looking for a new job to get a higher salary (24.4%), looking for the permanent job (22.9%) besides looking for a more challenging job (12.8%). More Bumiputera (32.7%) were looking for a permanent job compared to Non-bumiputera (20.0%). However, Non-bumiputera were seeking for a new job in order to get a higher pay (25.0%) compared to Bumiputera (17.2%). PHARMACY and AED graduates were seeking for a new job in order to get a higher pay. ENGIN graduates (34.9%) were looking for job relevant to the study while INSTED graduates (60.0%) were looking for a more challenging job. Other graduates were mainly looking for a permanent job. Those with CGPA less than 3.00 were merely looking for a permanent job whereas those with CGPA of more than 3.60 were trying to get a higher salary when seeking for a new job.

6. Unemployment Pattern

One in five of the graduates without employment was either pursuing their studies (22.1%) or doing chambering (21.6%). Of those remaining, almost half were actively seeking employment (40.8%). Female graduates' reasons for unemployed are still seeking for job (41.3%), furthering studies (21.1%) or doing chambering (21.0%) while the males claimed that they are unemployed because they are still seeking for a job (39.3%), furthering their studies (25.0%) or doing chambering (23.4%).

The Bumiputera tended to give reasons for unemployed as still seeking for job (41.1%), doing chambering (23.3%) or pursuing studies (19.4%) while the Non-bumiputera indicated either pursuing studies (51.6%) or still seeking for a job (37.5%). Depending on the kulliyyah, the main reason for being unemployed varies. AIKOL graduates are mainly doing chambering (67.0%) while PHARMACY graduates (60.0%) and MEDIC graduates (50.0%) are waiting for housemanship placement. Other kulliyyah graduates claimed as still waiting for a job as their main reason for unemployment. Those graduates with higher CGPA (3.61-4.00) tended to further their studies (58.6%). However, graduates with lower CGPA of 2.00-2.40 (32.4%) are still searching for a job.

Many graduates (69.9%) had attended an interview session. However, there are still 30.1% graduates who have not attended any interview yet. Slightly more females (70.5%) than males (68.1%) had attended the interview. Similarly, more Bumiputera (70.6%) than the Non-bumiputera (62.2%) had attended the interview. There are

more graduates had attended the interview across the kulliyah than they are not. Regardless of CGPA, more graduates had attended interview session. Many graduates (32.1%) had attended interview session once. More females (33.7%) had attended one interview session already.

More Bumiputera (32.0%) than Non-bumiputera (28.4%) had attended an interview session. More graduates from AIKOL (35.4%), IRK (51.3%), KOS (37.5%) and PHARMACY (60.0%) had attended an interview session. Many ENMS graduates (25.0%), KOS (31.3%), HS (27.2%), ENGIN (26.8%) and AED (39.1%) graduates had attended two interview sessions. Many ICT graduates (32.0%) had attended 5 interview sessions. Those with lower CGPA, that is, 2.00-2.40 tended to attend two interview sessions already. Many graduates of higher CGPA had attended one interview session only.

The first preferred job sector is the government (52.7%), second is statutory body (36.4%), third is private local company (33.1%), and fourth is self-employment (37.4%). Both male (41.7%) and female (56.3%) graduates prefer to work with the government. The Bumiputera (54.3%) and the Non-bumiputera (33.6%) prefer to work with the government, too. Regardless of kulliyah, most of the graduates prefer to work with the government. Similarly, unemployed graduates prefer to work with the government, across CGPA. Graduates also preferred to be involved in entrepreneurialship activities more compared to working in private companies, either locally or internationally.

RINGKASAN EKSEKUTIF

Pengenalan

Kajian Pengesanan Graduan 2007 (TS'07) adalah projek kajian pengesanan graduan ke-8 yang dijalankan oleh Universiti Islam Antarabangsa Malaysia (UIAM) dan kini diletakkan dibawah kelolaan Alumni & Career Services Division (ACSD). Projek ini ialah usahasama antara ACSD dan Kementerian Pengajian Tinggi (MOHE). Siri Kajian Pengesanan Graduan memberikan maklumat penting tentang status pekerjaan graduan secara langsung, khususnya kepada universiti dan tidak langsung kepada negara. Kajian ini diharapkan akan terus memberikan maklumat yang berguna, komprehensif dan menyeluruh serta relevan kepada kehendak MOHE dan UIAM. Oleh yang demikian, ia dapat membantu semua sektor demi untuk meningkatkan kemudahan dan perkhidmatan pengajian tinggi bagi memenuhi kehendak negara.

Kajian Pengesanan Graduan 2007 mengkaji penglibatan graduan UIAM dalam pasaran tenaga kerja, status pekerjaan mereka, penilaian mereka terhadap program akademik, kemudahan dan perkhidmatan universiti. Bagi tahun 2007, kajian dilakukan ke atas para graduan konvokesyen ke-23. Daripada keseluruhan 3,240 pelajar sarjana muda, 3,083 atau 95.2% daripada mereka terlibat dalam kajian ini. Kebanyakan daripada mereka adalah pelajar dari Malaysia (94.8%). Lima peratus (5.2%) responden terdiri daripada pelajar luar negara yang datang dari 31 buah negara.

Kaedah Kajian

Sejumlah 3083 graduan ijazah pertama telah melibatkan diri dalam kajian ini dengan kadar respons 95.2%. Para graduan diminta menjawab borang kaji selidik menerusi Internet yang disediakan oleh pihak MOHE. Borang kaji selidik ini mengandungi tujuh (7) bahagian, di mana ia mengandungi informasi mengenai (a) latar belakang responden, (b) kepuasan dengan program dan kemudahan yang disediakan oleh pihak universiti, (c) keberkesanan sistem pendidikan dan kesediaan diri untuk menerima kemahiran tambahan dan keupayaan diri, (d) melanjutkan pengajian, (e) status terkini graduan, (f) status pekerjaan, dan (g) status belum/tidak bekerja. Borang kaji selidik ini telah dipaparkan di Internet selama dua minggu sebelum majlis konvokesyen kali ke-23 yang telah diadakan pada 25-27 Ogos

2007. Responden diminta untuk menghantar borang kaji selidik ini melalui Internet selewat-lewatnya pada hari raptai konvokesyen iaitu pada 24 Ogos 2007. Data kemudiannya dianalisis menggunakan descriptif statistik dan jadual silang.

Hasil Kajian

1. Maklumat Latar Belakang Graduan Ijazah Pertama

A. Maklumat Latar Belakang

Universiti Islam Antarabangsa Malaysia (UIAM) mengeluarkan sejumlah 3240 graduan ijazah pertama pada konvokesyen ke-23. Daripada jumlah tersebut, 3083 menjadi responden kajian ini yang mewakili 95.2% respons. Kebanyakan graduan terdiri daripada perempuan (72.0%). Tujuh daripada sepuluh graduan (71.6%) berumur antara 20-24 tahun. Hampir semua responden (94.8%) adalah warganegara Malaysia yang terdiri daripada 97.5% Melayu. Mereka berasal daripada pelbagai negeri yang mana Selangor (24.1%) dan Kedah (10.8%) mencatatkan bilangan responden yang tertinggi. Hampir kesemua graduan (99.9%) tidak mempunyai kecacatan fizikal. Ramai (30.7%) graduan terdiri daripada keluarga yang mempunyai pendapatan kurang daripada RM1000.

B. Kelayakan Akademik

Kelayakan masuk graduan untuk program ijazah pertama ialah mempunyai kelulusan daripada Pusat Asasi UIAM (60.8%), dengan kecekapan berbahasa Melayu (94.5%), Bahasa Inggeris (94.1%) dan MUET (89.0%), selain daripada kelulusan lain. Kelayakan berbahasa Melayu dan Inggeris graduan berada pada tahap yang memuaskan. Para pelajar mengambil pelbagai program yang ditawarkan oleh universiti dengan HS (19.6%), AIKOL (18.9%) dan ENMS (17.2%) merupakan tiga kulliyah mencatatkan jumlah pelajar yang tertinggi. UIAM juga mengeluarkan graduan daripada kulliyah MEDIC, PHARMACY, ENGIN, ICT dan KOS.

Program-program lain adalah Ilmu Wahyu dan Warisan Islam (IRK), pendidikan (INSTED) dan Seni Bina dan Reka Bentuk Alam Sekitar (AED). Kebanyakan graduan mempunyai PNGK 2.81-3.60 (62.8%) dan menamatkan pengajian dalam bulan Mei dan Julai tahun 2007. Namun terdapat juga mereka yang menamatkan pengajian dalam tahun 2006. Hampir kesemua graduan merupakan pelajar sepenuh masa (99.8%) dan mereka menerima pinjaman pendidikan daripada PTPTN (73.0%).

2. Penilaian Terhadap Program dan Perkhidmatan yang Disediakan Oleh Institusi

A. Tahap Kepuasan Graduan Terhadap Kurikulum Akademik, Sistem Penilaian, Tenaga Pengajar dan Perkhidmatan Bimbingan Dan Kaunseling

Secara umumnya, graduan berpuas hati dengan kurikulum universiti (80.0%-85.8%), sistem penilaian (82.8%) dan tenaga pengajar (82.8%-90.8%). Isu utama yang perlu diberi perhatian ialah penawaran latihan perindustrian/praktikal untuk semua kulliyah.

Secara keseluruhannya, graduan berpuas hati dengan perkhidmatan bimbingan dan kaunseling (74.0%-80.2%) yang disediakan oleh pihak universiti.

B. Tahap Kepuasan Graduan Terhadap Kemudahan Prasarana Dan Perkhidmatan Universiti

Hasil kajian menunjukkan bahawa kebanyakan graduan berpuas hati dengan kemudahan prasarana akademik terutama perpustakaan (88.2%), bilik kuliah (85.8%) dan makmal (83.6%). Mereka juga berpuas hati dengan kemudahan sukan/rekreasi (83.8%). Walaubagaimanapun, kemudahan tempat letak kenderaan (69.8%) dan keselamatan (75.8%) perlu ditingkatkan.

C. Kemahiran/Pengetahuan Yang Diperolehi Daripada Pengajian

Secara keseluruhan, graduan mempunyai tahap penguasaan kemahiran penggunaan ICT yang tertinggi (76.6%-94.0%). Kajian ini juga mendapati bahawa graduan amat berpuas hati dengan kursus bahasa yang ditawarkan seperti Bahasa Melayu (94.4%) dan Bahasa Inggeris (86.4%). Walaubagaimanapun, kursus bahasa ketiga yang baru diperkenalkan seperti Bahasa Mandarin (54.5%), Bahasa Jepun (52.0%) dan Bahasa Perancis (58.6%) perlu dipertingkatkan pada masa hadapan. Kajian melaporkan bahawa graduan sangat berpuas hati dengan kemahiran tambahan (84.6%-89.0) yang mereka miliki. Oleh yang demikian, kemahiran dan pengetahuan tersebut dapat meningkatkan pasaran kerja graduan UIAM.

D. Perkhidmatan Bimbingan dan Kaunseling

Secara umumnya, para graduan berpuas hati dengan perkhidmatan bimbingan kaunseling dan kerjaya kerana ia membantu mereka untuk mendapatkan maklumat tentang pekerjaan dan peluang kerjaya (80.2%) disamping mereka dapat maklumat berkenaan dengan melanjutkan pengajian (77.8%). Namun, unit ini perlu ditingkatkan lagi terutama dalam usaha-usaha untuk menyebarkan tahap kesedaran dan keberkesanan perkhidmatan ini terhadap warga universiti. Ini adalah kerana, hasil kajian menunjukkan bahawa kurang daripada empat puluh peratus (36.0%) graduan menggunakan perkhidmatan tersebut.

3. Keberkesanan Sistem Pengajian dan Kesediaan Diri

A. Keberkesanan Sistem Pengajian

Persepsi tentang keberkesanan sistem pengajian di UIAM mengambil kira pendapat graduan dari aspek pengaruh institusi pengajian dalam kehidupan mereka. Sembilan item berkenaan aspek kehidupan mereka di universiti contohnya kemahiran tambahan dan kemahiran pembelajaran seumur hidup. Antara kemahiran tambahan tersebut ialah keyakinan diri (87.6%), tahap kematangan (88.6%), daya ketahanan diri (87.6%), ilmu pengetahuan (90.0%), kecenderungan untuk belajar (88.6%), peka terhadap isu-isu semasa (86.6%), berdikari (89.6%), berfikiran kreatif dan kritis (87.6%), kesediaan untuk menghadapi dunia pekerjaan (85.8%), kemahiran untuk menyelesaikan masalah (87.6%), kerjasama dalam kumpulan (89.4%), dan komunikasi (87.6%). Hasil kajian ini amat membanggakan apabila kesemua item tersebut mendapat respons yang positif daripada graduan.

B. Kesiediaan Diri

Majoriti daripada graduan bersedia untuk menggalakkan ahli keluarga mereka untuk belajar di UIAM (95.1%). Kajian mendapati bahawa sebahagian besar daripada graduan (63.6%) menyatakan kesediaan mereka untuk menghadiri sesi latihan. Sebagai tambahan, kajian juga mendapati bahawa daripada lima latihan yang akan ditawarkan, kemahiran interpersonal mencatatkan peratusan tertinggi (70.1%). Manakala itu kemahiran keusahawanan mencatatkan peratusan terendah (46.7%).

4. Melanjutkan Pengajian

Lebih kurang 18.0% dari graduan Ijazah pertama melanjutkan pengajian ke peringkat pasca siswazah, yang mana perempuan (68.7%) melebihi pelajar lelaki (31.3%). Jumlah pelajar Bumiputera (86.5%) yang melanjutkan pengajian adalah lebih tinggi berbanding pelajar bukan Bumiputera (13.5%). Kebanyakan mereka (68.6%) melanjutkan pengajian secara sepenuh masa tidak kira jantina mahupun bangsa.

Secara umumnya, program sarjana merupakan antara program yang disukai oleh para graduan, dengan lelaki (73.1%) dan perempuan (71.0%) serta Bumiputera (86.3%) dan Bukan Bumiputera (91.9%). Antara program pengajian peringkat sarjana yang diminati ialah Undang-undang (31.1%), Ekonomi dan Sains Pengurusan (19.9%) dan Sains Kemasyarakatan (18.9%). Graduan yang berasaskan sains pula lebih gemar melanjutkan pengajian mereka dalam bidang Kejuruteraan (38.7%) dan Sains (25.4%).

Lebih separuh daripada graduan yang melanjutkan pengajian membiayai pengajian mereka sendiri (51.0%). Terdapat juga yang mendapat pinjaman daripada PTPTN (20.3%). Tajaan daripada pihak lain adalah minima. Sebahagian besar daripada mereka memilih untuk melanjutkan pengajian di universiti tempatan (85.9%) manakala 11.9% lagi memilih untuk melanjutkan pengajian di luar negara. Sebahagian besar pelajar memilih UIAM (74.7%) berbanding universiti-universiti tempatan yang lain. Kolej Sunway dan Pusat Pembangunan Kemahiran Pulau Pinang merupakan dua buah IPTS yang dipilih untuk melanjutkan pengajian mereka dengan masing-masing 18.2%. Australia pula (20.3%) adalah destinasi luar negara yang menjadi pilihan ramai graduan.

Majoriti (86.7%) daripada graduan memilih untuk melanjutkan pengajian dalam bidang yang sama dengan ijazah pertama mereka. Antara tiga alasan utama untuk melanjutkan pengajian ialah minat yang mendalam dalam mencari ilmu (38.2%), untuk meningkatkan tahap kelayakan akademik (28.5%) dan untuk mendapatkan prospek kerjaya yang lebih baik (19.4%). Hal ini disokong oleh perempuan/lelaki dan Bumiputera/Bukan Bumiputera.

5. Pekerjaan

A. Corak Pekerjaan

Lebih separuh daripada graduan (58.2%) berjaya mendapat pekerjaan seurus selepas tamat pengajian. Tiga puluh peratus lagi masih belum/tidak bekerja, manakala 17.2% graduan memilih samaada untuk melanjutkan pengajian, melakukan chambering bagi pelajar undang-undang atau masih mencari pekerjaan.

Graduan lelaki (38.3%) berjaya mendapatkan pekerjaan berbanding pelajar perempuan (30.7%). Manakala, perempuan (32.2%) belum/tidak bekerja berbanding lelaki (24.3%). Lebih ramai Bumiputera (53.8%) berbanding Bukan Bumiputera (38.9%) berjaya mendapatkan pekerjaan. Kajian ini juga mendapati peratusan tertinggi bagi mereka yang mendapat pekerjaan adalah graduan daripada AED (61.0%), ENGIN (58.0%), ENMS (71.0%), ICT (54.7%), INSTED (99.0%) dan MEDIC (95.9%). Manakala sejumlah graduan dari kuliyyah HS (41.1%), IRK (44.3%) dan KOS (45.0%) masih belum/tidak bekerja. Sebahagian besar graduan AIKOL (61.7%) sedang melakukan chambering. Sementara itu, graduan dari PHARMACY (42.2%) pula menyertai housemanship mereka. Graduan yang mempunyai PNGK 3.61-4.00 (65.5%) lebih cenderung mendapat pekerjaan berbanding graduan yang mempunyai PNGK 2.00-2.40 (38.3%).

B. Status Pekerjaan

Hampir separuh daripada graduan (48.3%) mendapat pekerjaan tetap. Seramai (29.7%) bekerja secara kontrak dan 19.7% bekerja sementara. Lebih ramai lelaki (54.9%) mendapat pekerjaan tetap berbanding perempuan (45.3%). Lebih ramai perempuan (52.8%) bekerja secara kontrak dan sementara berbanding lelaki (41.7%). Lelaki lebih cenderung untuk bekerja sendiri (2.6%) berbanding perempuan (1.0%). Lebih ramai Bukan Bumiputera (59.7%) yang mendapat pekerjaan tetap berbanding Bumiputera (47.7%). Tambahan pula, lebih ramai Bumiputera (50.2%) berbanding Bukan Bumiputera (33.8%) yang diambil untuk bekerja secara kontrak dan sementara. Sementara itu, graduan Bukan Bumiputera memilih untuk bekerja dengan keluarga (5.2%).

Graduan AED (50.8%), ENGIN (56.0%), ENMS (55.3%), ICT (63.4%), INSTED (99.0), MEDIC (81.7%) dan PHARMACY (70.0%) diambil untuk bekerja secara tetap. Besar kemungkinan graduan AIKOL (33.6%), HS (37.7%) dan KOS (41.4%) diambil untuk bekerja secara kontrak. Manakala kebanyakan graduan IRK (39.1%) mendapat pekerjaan secara sementara. Graduan yang mempunyai PNGK yang lebih tinggi cenderung untuk mendapat pekerjaan tetap (61.8%).

C. Tempoh Menunggu untuk Mendapat Pekerjaan

Hampir setengah daripada graduan (58.1%) mendapat pekerjaan dalam masa sebulan. Majoriti daripada mereka (86.7%) berjaya mendapatkan pekerjaan dalam masa tiga bulan. Lelaki (59.0%) lebih cepat mendapat pekerjaan daripada perempuan (57.8%). Lebih ramai Bumiputera (58.2%) berbanding Bukan Bumiputera (57.4%) mendapat pekerjaan dalam masa sebulan. Majoriti graduan daripada AED (81.4%) dan INSTED (81.3%) mendapat pekerjaan dalam masa sebulan. Lebih separuh graduan daripada semua kulliyah kecuali MEDIC (9.7%) dan PHARMACY (15.0%) berjaya mendapatkan pekerjaan dalam tempoh sebulan. Graduan yang mempunyai PNGK 2.00-2.40 (69.7%) cenderung untuk mendapat pekerjaan dalam tempoh sebulan berbanding dengan graduan yang mempunyai PNGK 3.61-4.00 (43.9%).

D. Pendapatan

Pendapatan graduan berbeza daripada serendah RM500 sehingga setinggi RM5000 dan lebih. Walaubagaimanapun, kebanyakan graduan (29.3%) mempunyai pendapatan RM1501-RM2000. Lebih ramai perempuan (44.4%) berpendapatan kurang daripada RM1500 berbanding lelaki (32.0%). Lebih dua pertiga daripada graduan lelaki (68.0%) berpendapatan lebih daripada RM1500 berbanding perempuan (55.6%). Bukan Bumiputera (55.9%) berpendapatan lebih tinggi melebihi RM2000 berbanding Bumiputera (28.8%). Graduan

yang menerima pendapatan tertinggi adalah graduan MEDIC (46.2%) dengan pendapatan bulanan melebihi RM3000, diikuti PHARMACY (50.0%) dengan pendapatan RM2500-RM3000. Graduan AIKOL yang menyertai chambering (23.9%) menerima bayaran di antara RM501-RM1000. Lebih separuh daripada graduan IRK (52.5%) berpendapatan kurang daripada RM1000. Lebih tinggi PNGK, lebih tinggi pendapatan yang diterima. Graduan yang mempunyai PNGK 2.00-2.40 (31.8%) mempunyai pendapatan kurang daripada RM1000. Manakala yang mempunyai PNGK 2.41-2.80 dan 2.81-3.60 menerima pendapatan RM1500-RM2000, dengan masing-masing 31.0% dan 32.0%. Enam daripada sepuluh (61.8%) yang mempunyai PNGK 3.61-4.00 menerima pendapatan lebih daripada RM2000.

E. Sektor Pekerjaan

Tiga sektor pekerjaan utama yang menjadi pilihan graduan ialah syarikat swasta tempatan (41.8%), kerajaan (30.6%) dan syarikat swasta multinasional (18.1%). Graduan lelaki lebih menyukai untuk bekerja dengan syarikat swasta multinasional (21.7%) berbanding dengan graduan perempuan (16.4%). Manakala graduan perempuan (43.6%) lebih menyukai untuk bekerja dengan syarikat swasta tempatan berbanding dengan graduan lelaki (37.6%). Sebolehnya kedua-dua graduan lelaki (30.2%) dan perempuan (30.8%) memilih untuk bekerja dengan kerajaan. Kajian mendapati graduan Bumiputera gemar bekerja dengan syarikat swasta tempatan (42.8%) dan sektor awam (30.1%), manakala Bukan Bumiputera (40.3%) memilih untuk bekerja dengan kerajaan dan 24.7% pula memilih untuk bekerja dengan syarikat swasta multinasional. Hampir kesemua graduan INSTED (99.0%), MEDIC (97.8%) dan PHARMACY (95.0%) memilih untuk bekerja dengan kerajaan. Kebanyakan graduan AED (62.5%), ENGIN (45.2%), ENMS (52.7%), HS (47.2%), IRK (47.4%) dan KOS (43.1%) memilih untuk bekerja dengan syarikat swasta tempatan. Kebanyakan graduan ICT (61.0%) bekerja dengan syarikat swasta multinasional. Graduan AIKOL (39.8%) bekerja dengan kerajaan atau syarikat swasta tempatan (34.5%). Hampir separuh graduan yang mempunyai PNGK 3.61-4.00 (47.3%) bekerja dalam sector kerajaan. Graduan yang mempunyai PNGK 2.00-2.40 (46.4%) bekerja dengan syarikat swasta tempatan, begitu juga dengan graduan yang mempunyai PNGK 2.41-2.80 (46.9%) dan 2.81-3.60 (44.2%).

F. Sektor Ekonomi

Tiga sektor ekonomi yang mendapat pilihan tertinggi daripada graduan ialah pendidikan (29.0%), pengantara kewangan (13.8%) dan pengangkutan, penyimpanan dan komunikasi (9.6%). Graduan perempuan lebih cenderung untuk memilih pekerjaan dalam sektor pendidikan (32.8%), pengantara kewangan (14.3%) dan

pengangkutan, penyimpanan dan komunikasi (10.0%) berbanding graduan lelaki yang memilih sektor pendidikan (20.5%), pengantara kewangan (12.5%) dan pembuatan (9.7%). Bumiputera memilih sektor pendidikan (28.8%), pengantara kewangan (13.9%), pengangkutan, penyimpanan dan komunikasi (9.9%), disamping kesihatan dan kerja sosial (8.1%). Manakala Bukan Bumiputera pula memilih untuk bekerja dalam sektor pendidikan (32.5%) disamping pentadbiran awam dan pertahanan (11.7%), pengantara kewangan (10.4%) dan pembuatan (7.8%). Sektor ekonomi yang menjadi pilihan graduan berkait rapat dengan kulliyah dan pengkhususan mereka. Graduan AED (71.7%) bekerja dalam sektor pembinaan, AIKOL (29.9%) pentadbiran awam dan pertahanan, ENGIN (29.5%) pembuatan, ENMS (39.6%) pengantara kewangan, ICT (36.6%) pengangkutan, penyimpanan dan komunikasi, MEDIC (95.7%) dan PHARMACY (85.0%) kesihatan dan kerja sosial. Sektor pendidikan dipilih oleh graduan HS (36.8%), INSTED (98.0%), IRK (60.5%) dan KOS (36.9%). Semua peringkat PNGK memilih sektor pendidikan; begitu juga pengantara kewangan. Graduan yang mempunyai PNGK 2.00-2.40 (13.0%) memilih sektor pembuatan.

G. Sumber bagi Mendapatkan Pekerjaan Pertama

Sumber utama bagi mendapatkan pekerjaan pertama ialah rakan/keluarga/pensyarah (38.4%). Sumber lain ialah Internet (17.9%) dan media cetak (12.4%). Lebih ramai perempuan (41.4%) merujuk kepada rakan/keluarga/pensyarah berbanding graduan lelaki (31.6%). Lebih ramai lelaki (90.5%) merujuk kepada Internet sebagai sumber bagi mendapatkan pekerjaan berbanding perempuan (17.2%). Peratusan graduan lelaki mendapat pekerjaan melalui karnival kerjaya (5.4%) melebihi perempuan (2.3%). Sumber utama bagi mendapat pekerjaan bagi graduan Bumiputera ialah rakan/keluarga/pensyarah (38.5%), Internet (18.4%) dan media cetak (12.1%). Bukan Bumiputera juga merujuk kepada kawan/keluarga/pensyarah (26.4%) selain daripada mendapat pekerjaan daripada majikan terdahulu. Media cetak turut menjadi rujukan bagi Bukan Bumiputera (18.2%). Graduan INSTED (84.0%) mendapat pekerjaan daripada majikan terdahulu sebelum menyambung pengajian. Manakala graduan MEDIC (72.0%) dan PHARMACY (60.0%) mendapat pekerjaan daripada penaja. Graduan ICT (34.1%) mendapat pekerjaan menerusi Internet. Graduan-graduan lain merujuk kepada rakan/keluarga/pensyarah sebagai sumber mendapat pekerjaan pertama. Kebanyakan graduan dengan PNGK 2.00-2.40 (30.4%), 2.41-2.80 (49.1%) dan 2.81-3.60 (38.2%) merujuk kepada rakan/keluarga/pensyarah. Graduan yang mempunyai PNGK 3.61-4.00 kembali kepada pekerjaan terdahulu (25.5%).

H. Kemampuan Menyesuaikan Diri di Tempat Kerja

Kebanyakan graduan berpuas hati dengan kemampuan menyesuaikan diri di tempat kerja (87.6%), kebolehan menyelesaikan masalah & membuat keputusan (85.2%), keyakinan melaksanakan tugas (87.0%), kebolehan bekerja secara berpasukan (89.2%), kemahiran berkomunikasi (88.2%), keupayaan bertutur dalam Bahasa Melayu (87.0%), kebolehan menulis dalam Bahasa Melayu (87.4%), penggunaan ICT (86.4%) dan keupayaan mengaplikasi ICT dalam pekerjaan (85.8%). Hampir semua graduan berpuas hati dengan keupayaan bertutur dalam Bahasa Inggeris (95.4%) dan menulis dalam Bahasa Inggeris (94.2%). Majoriti graduan berpuas hati dengan pekerjaan sekarang yang mana memberi satu pengalaman berharga (89.4%), sangat mencabar (87.4%), banyak perkara boleh dipelajari (90.0%), relevan dengan bidang pengajian (80.2%) dan memberi kepuasan diri yang tinggi (82.6%). Oleh yang demikian, kebanyakan graduan berpuas hati yang program pengajian membantu dalam pekerjaan sekarang.

I. Corak Pertukaran Kerja

Lebih tiga-perempat (75.4%) daripada graduan kekal dengan pekerjaan pertama. Oleh yang demikian, peratus pertukaran kerja adalah 24.6%. Ramai graduan perempuan (25.2%) bertukar pekerjaan berbanding lelaki (23.1%). Lebih ramai graduan Bumiputera (24.9%) berbanding Bukan Bumiputera (18.0%) yang menukar pekerjaan mereka. Graduan HS (35.2%), ICT (31.7%) dan IRK (31.4%) lebih cenderung untuk menukar pekerjaan mereka. Kajian mendapati graduan yang menukar pekerjaan mereka adalah mereka yang mempunyai PNGK 2.00-2.40 (36.4%), diikuti juga oleh mereka yang mempunyai PNGK 2.41-2.80 (26.7%), 2.81-3.60 (25.4%) dan 3.61-4.00 (19.5%).

J. Pekerjaan Sampingan

Majoriti graduan tidak mempunyai pekerjaan sampingan (88.6%). Kebanyakan mereka yang mempunyai pekerjaan sampingan adalah graduan lelaki (14.5%) berbanding perempuan (10.0%). Ramai graduan Bukan Bumiputera (20.8%) bekerja sambil berbanding dengan graduan Bumiputera (10.9%). Lebih ramai graduan dari AED (19.2%) dan IRK (19.1%) mempunyai pekerjaan sampingan berbanding graduan lain. Selain daripada itu mereka yang mempunyai PNGK rendah (20.3%) juga mempunyai pekerjaan sampingan berbanding dengan mereka yang mempunyai PNGK yang tinggi (5.5%).

K. Mencari Pekerjaan Baru

Kajian mendapati lebih dari setengah graduan (56.7%) mencari pekerjaan baru. Lebih ramai graduan perempuan (59.1%) daripada

graduan lelaki (51.3%) mencari pekerjaan baru. Kajian juga menunjukkan lebih ramai graduan Bumiputera (58.2%) berbanding graduan bukan Bumiputera (26.0%) mencari pekerjaan baru. Graduan HS (79.1%) dan IRK (83.3%) menunjukkan peratusan tertinggi untuk mencari pekerjaan baru tidak seperti graduan INSTED (5.0%), PHARMACY (5.0%) dan tiada seorang pun dari MEDIC. Mereka dengan PNGK kurang daripada 2.80 (71.5%) cenderung untuk mencari pekerjaan lain berbanding dengan mereka yang mempunyai PNGK yang tinggi (27.3%).

L. Sebab-sebab untuk Mencari Pekerjaan Baru

Sebab utama bagi graduan mencari pekerjaan baru ialah untuk mencari pekerjaan tetap (32.4%), mencari pekerjaan yang sesuai dengan bidang pengajian mereka (18.4%), untuk mendapatkan gaji yang lebih tinggi (17.3%), atau mencari pekerjaan yang setaraf dengan kelayakan mereka (15.6%). Graduan perempuan memilih untuk mencari pekerjaan lain kerana mahu mencari pekerjaan tetap (36.1%) dan mencari pekerjaan yang setaraf dengan kelayakan mereka (16.8%). Manakala graduan lelaki pula mencari pekerjaan lain kerana mereka ingin mendapatkan gaji yang lebih tinggi (24.4%), mencari pekerjaan tetap (22.9%) dan mencari pekerjaan yang lebih mencabar (12.8%). Lebih ramai Bumiputera (32.7%) yang mencari pekerjaan tetap berbanding dengan Bukan Bumiputera (20.0%). Walau bagaimanapun, graduan Bukan Bumiputera mencari pekerjaan lain adalah kerana mahu mendapat gaji yang lebih tinggi (25.0%) berbanding dengan Bumiputera (17.2%). Graduan PHARMACY dan AED mencari pekerjaan baru kerana mahu mendapat gaji yang lebih tinggi. Manakala graduan ENGIN (34.9%) mencari pekerjaan baru kerana mahu mencari pekerjaan yang berkaitan dengan bidang pengajian mereka manakala graduan INSTED (60.0%) mencari pekerjaan yang lebih mencabar. Mereka yang mempunyai PNGK kurang daripada 3.00 mencari pekerjaan baru kerana mahu mencari pekerjaan tetap manakala mereka dengan PNGK yang lebih tinggi mahu mendapat gaji yang lebih tinggi apabila mencari pekerjaan baru.

6. Pola Belum / Tidak Bekerja

Satu daripada lima graduan yang tidak bekerja adalah samada melanjutkan pengajian (22.1%) atau menyertai chambering (21.6%). Selebihnya, hampir separuh daripada mereka (40.8%) masih lagi mencari pekerjaan. Antara sebab utama graduan perempuan masih belum/tidak bekerja adalah masih mencari pekerjaan (41.3%), melanjutkan pengajian (21.1%) dan menyertai chambering (21.0%). Manakala graduan lelaki pula mengakui masih belum/tidak bekerja kerana masih mencari pekerjaan (39.3%), melanjutkan pengajian (25.0%) dan menyertai chambering (23.4%).

Graduan Bumiputera yang belum/tidak bekerja masih lagi mencari pekerjaan (41.0%), menyertai chambering (23.3%) dan melanjutkan pengajian (19.4%). Manakala itu, Bukan Bumiputera menyatakan alasan melanjutkan pengajian (51.6%) dan masih mencari pekerjaan (37.5%) sebagai sebab utama. Antara sebab utama belum/tidak bekerja adalah berbeza mengikut kulliyah masing-masing. Graduan AIKOL menyertai chambering selepas tamat pengajian (67.0%), PHARMACY (60.0%) dan MEDIC (50.0%) masih menunggu penempatan farmasi/perubatan. Graduan dari kulliyah lain pula menyatakan sebab masih mencari pekerjaan sebagai alasan utama mereka untuk belum/tidak bekerja. Graduan dengan PNGK (3.61-4.00) cenderung untuk melanjutkan pengajian (58.6%). Manakala graduan dengan PNGK 2.00-2.40 (32.4%) masih mencari pekerjaan.

Kajian menunjukkan graduan (69.9%) telah menghadiri sesi temuduga. Walaubagaimanapun masih ada lagi 30.1% yang tidak menghadiri sesi temuduga. Peratusan graduan perempuan (70.5%) menghadiri sesi temuduga melebihi peratusan graduan lelaki (68.1%). Lebih ramai Bumiputera (70.6%) yang menghadiri sesi temuduga berbanding dengan Bukan Bumiputera (62.2%). Kebanyakan graduan dari semua kulliyah dan semua peringkat PNGK menghadiri temuduga. Kebanyakan graduan (32.1%) telah menghadiri lebih dari satu kali sesi temuduga. Graduan perempuan (33.7%) telah menghadiri sesi temuduga lebih daripada satu kali.

Kajian mendapati lebih ramai Bumiputera (32.0%) yang menghadiri sesi temuduga berbanding Bukan Bumiputera (28.4%). Graduan dari AIKOL (35.4%), IRK (51.3%), KOS (37.5%) dan PHARMACY (60.0%) telah menghadiri satu sesi temuduga. Manakala, ramai graduan dari ENMS (25.0%), KOS (31.3%), HS (27.2%), ENGIN (26.8%) dan AED (39.1%) telah menghadiri lebih dua kali sesi temuduga. Graduan dari ICT pula (32.0%) telah menghadiri sekurang-kurangnya 5 sesi temuduga. Graduan dengan PNGK 2.00-2.40 telah menghadiri sekurang-kurangnya 2 sesi temuduga. Manakala graduan yang memiliki PNGK yang lebih tinggi telah menghadiri sekurang-kurangnya satu sesi temuduga.

Kebanyakan daripada graduan memilih untuk bekerja dengan sektor kerajaan (52.7%), kedua badan berkanun (36.4%), ketiga syarikat swasta tempatan (33.1%) dan yang keempat memilih untuk bekerja sendiri/keusahawanan (37.4%). Kedua-dua graduan lelaki (41.7%) dan perempuan (56.3%) lebih suka memilih untuk bekerja dengan kerajaan. Graduan Bumiputera (54.3%) dan Bukan Bumiputera (33.6%) juga lebih suka untuk bekerja dengan kerajaan. Semua graduan tanpa mengira kulliyah lebih cenderung untuk bekerja

dengan kerajaan selepas tamat pengajian. Bagi graduan yang belum/ tidak bekerja turut memilih untuk bekerja dengan kerajaan tanpa mengira peringkat PNGK. Mereka juga memilih untuk menyertai aktiviti keusahawanan berbanding bekerja dengan syarikat swasta tempatan atau antarabangsa.

TABLE OF CONTENTS

ACKNOWLEDGEMENTS

EXECUTIVE SUMMARY

RINGKASAN EKSEKUTIF

ABBREVIATION AND TERMINOLOGY

LIST OF TABLES

CHAPTER 1

1.1	<i>Background</i>	1
1.2	<i>The IIUM at a Glance</i>	1
1.3	<i>Objectives</i>	1
1.4	<i>Methodology</i>	
1.4.1	<i>Participants</i>	2
1.4.2	<i>Designs</i>	2
1.4.3	<i>Questionnaire</i>	2
1.4.4	<i>Procedure</i>	2
1.4.5	<i>Data Analysis</i>	2

CHAPTER 2

DEMOGRAPHIC INFORMATION OF FIRST DEGREE GRADUATES

2.0	<i>Introduction</i>	3
2.1	<i>Gender</i>	3
2.2	<i>Age</i>	4
2.3	<i>Citizenship</i>	4
2.4	<i>Malaysian Ethnicity</i>	4
2.5	<i>State of Origin</i>	5
2.6	<i>Nationality for International First Degree Graduates</i>	6
2.7	<i>Physical Disability</i>	7
2.8	<i>Total Family Income</i>	8
2.9	<i>Qualification into IIUM</i>	9
2.10	<i>Study Programme</i>	12
2.11	<i>CGPA</i>	15
2.12	<i>Date of Completion of Studies</i>	15
2.13	<i>Mode of Study</i>	16
2.14	<i>Study Sponsorship</i>	16
2.15	<i>Summary of Demographic Information of First Degree Graduates</i>	17

CHAPTER 3

EVALUATION OF PROGRAMMES AND SERVICES OFFERED BY INSTITUTION

3.0	Introduction	19
3.1	Curriculum	19
3.2	Evaluation system	20
3.3	Career Guidance	20
3.4	Teaching Staff (Lecturers)	21
3.5	Facilities	22
3.6	Knowledge/Skills Acquired from Programme of Study	23
3.7	Counseling and Support Services	25
3.8	Summary of Evaluation of Programmes and Services Offered by Institution	27

CHAPTER 4

EFFECTIVENESS OF PROGRAMME OF STUDY AND SELF-READINESS

4.0	Introduction	29
4.1	Effectiveness of Programme of Study and Self-Readiness	29
4.2	Perception towards Institution	30
4.3	To Recommend Family Member	31
4.4	Reception to Overseas Job Offer	32
4.5	Interest in Attending Additional Career Training	33
4.6	Entrepreneurship Programme Attended	35
4.7	Summary of Effectiveness of Programme of Study and Self-Readiness	38

CHAPTER 5

PURSUING FURTHER STUDIES

5.0	Introduction	39
5.1	Furthering Studies	39
5.1.1	Furthering Studies by Gender	39
5.1.2	Furthering Studies by Ethnicity	40
5.2	Status of Study	40
5.2.1	Status of Study by Gender	41
5.2.2	Status of Study by Ethnicity	41
5.3	Level of Study	41
5.3.1	Level of Study by Gender	42
5.3.2	Level of Study by Ethnicity	43
5.4	Field of Further Study Pursued	44
5.4.1	Art Based	45
5.4.2	Science Based	46
5.5	Sponsor in Postgraduate Studies	48
5.6	Type of Institution	49
5.7	Related Area of Study with Previous Degree	51
5.8	Reasons for Furthering Studies among First Degree Graduates	52
5.9	Summary of Pursuing Study	54

CHAPTER 6

EMPLOYMENT PATTERN

6.0	Introduction	57
6.1	Employment Status	57
6.1.1	Employment Status by Gender	57
6.1.2	Employment Status by Ethnicity	58
6.1.3	Employment Status by Kulliyah	58
6.1.4	Employment Status by CGPA	59
6.2	Job Status	60
6.2.1	Job Status by Gender	60
6.2.2	Job Status by Ethnicity	61
6.2.3	Job Status by Kulliyah	61
6.2.4	Job Status by CGPA	62
6.3	Duration of Getting Job	63
6.3.1	Duration of Getting Job by Gender	63
6.3.2	Duration of Getting Job by Ethnicity	64
6.3.3	Duration of Getting Job by Kulliyah	64
6.3.4	Duration of Getting Job by CGPA	65
6.4	Rate of Salary	
6.4.1	Rate of Salary by Gender	66
6.4.2	Rate of Salary by Ethnicity	67
6.4.3	Rate of Salary by Kulliyah	67
6.4.4	Rate of Salary by CGPA	68
6.5	Employment Sector	69
6.5.1	Employment Sector by Gender	69
6.5.2	Employment Sector by Ethnicity	70
6.5.3	Employment Sector by Kulliyah	70
6.5.4	Employment Sector by CGPA	70
6.6	Economic Sector	71
6.6.1	Economic Sector by Gender	72
6.6.2	Economic Sector by Ethnicity	73
6.6.3	Economic Sector by Kulliyah	74
6.6.4	Economic Sector by CGPA	76
6.7	Sources of Getting First Job	77
6.7.1	Sources of Getting First Job by Gender	77
6.7.2	Sources of Getting First Job by Ethnicity	78
6.7.3	Sources of Getting First Job by Kulliyah	79
6.7.4	Sources of Getting First Job by CGPA	81
6.8	Adaptability at the Workplace	81
6.9	Patterns of Changing Jobs	84
6.9.1	Pattern of Changing Jobs by Gender	84
6.9.2	Pattern of Changing Jobs by Ethnicity	84
6.9.3	Pattern of Changing Jobs by Kulliyah	85
6.9.4	Pattern of Changing Jobs by CGPA	86
6.10	Secondary or Part-Time Employment	86
6.10.1	Secondary or Part-Time Employment by Gender	86

6.10.2	Secondary or Part-Time Employment by Ethnicity	87
6.10.3	Secondary or Part-Time Employment by Kulliyyah	87
6.10.4	Secondary or Part-Time Employment by CGPA	88
6.11	Seeking New Employment	89
6.11.1	Seeking New Employment by Gender	89
6.11.2	Seeking New Employment by Ethnicity	89
6.11.3	Seeking New Employment by Kulliyyah	90
6.11.4	Seeking New Employment by CGPA	90
6.12	Reasons for Seeking for a New Job	91
6.12.1	Reasons for Seeking for a New Job by Gender	92
6.12.2	Reasons for Seeking for a New Job by Ethnicity	93
6.12.3	Reasons for Seeking for a New Job by Kulliyyah	94
6.12.4	Reasons for Seeking for a New Job by CGPA	95
6.13	Summary of Employment Pattern	96

CHAPTER 7

UNEMPLOYMENT PATTERN AMONG FIRST DEGREE GRADUATES

7.0	Introduction	101
7.1	Reasons for Unemployment	101
7.1.1	Reasons for Unemployment by Gender	102
7.1.2	Reasons for Unemployment by Ethnicity	102
7.1.3	Reasons for Unemployment by Kulliyyah	103
7.1.4	Reasons for Unemployment by CGPA	105
7.2	Attending Interview Session	105
7.2.1	Attending Interview Session by Gender	106
7.2.2	Attending Interview Session by Ethnicity	106
7.2.3	Attending Interview Session by Kulliyyah	106
7.2.4	Attending Interview Session by CGPA	107
7.3	Number of Attending Interview Session	107
7.3.1	Number of Attending Interview Session by Gender	108
7.3.2	Number of Attending Interview Session by Ethnicity	108
7.3.3	Number of Attending Interview Session by Kulliyyah	109
7.3.4	Number of Attending Interview Session by CGPA	110
7.4	Job Sector Preferences	111
7.4.1	First Job Sector Preferred by Gender	111
7.4.2	First Job Sector Preferred by Ethnicity	111
7.4.3	First Job Sector Preferred by Kulliyyah	111
7.4.4	First Job Sector Preferred by CGPA	112
7.5	Summary of Unemployment Pattern	112